

Build Your Workforce

OPERATIONALIZING WORKFORCE DEVELOPMENT

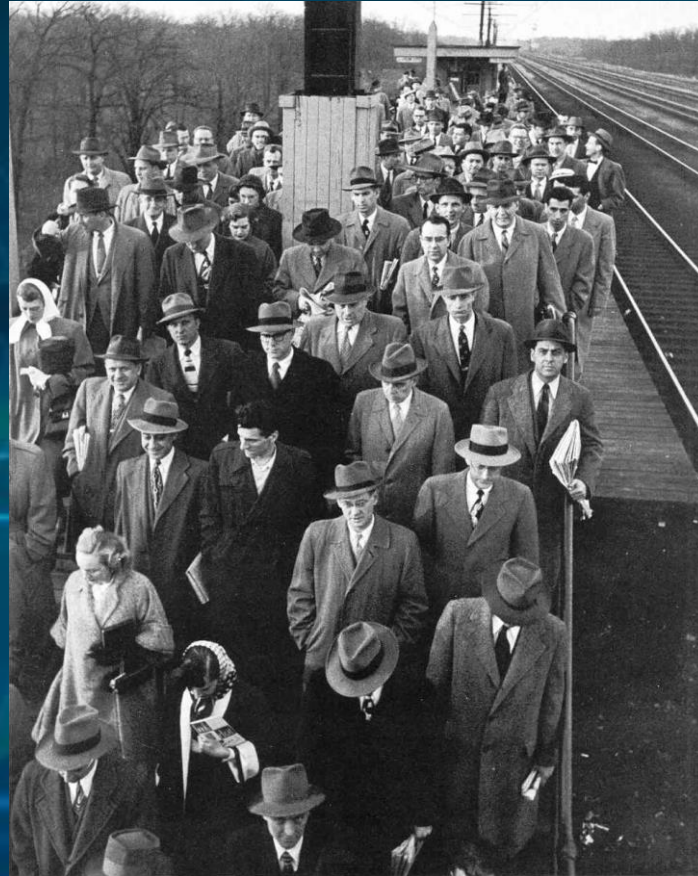
Operationalizing Workforce Development

- External: Engaging & Influencing the Learning System
 - Building and Engaging Coalitions – Systems Change
 - Talent Pipeline Management
- Internal: Building Human Capital Within Your Company
 - Open up your facility to the learning system
 - Apprenticeships
 - Internships
 - Informal Student Mentoring in the Workplace
 - Engaging the Future Workforce – Pipeline Development

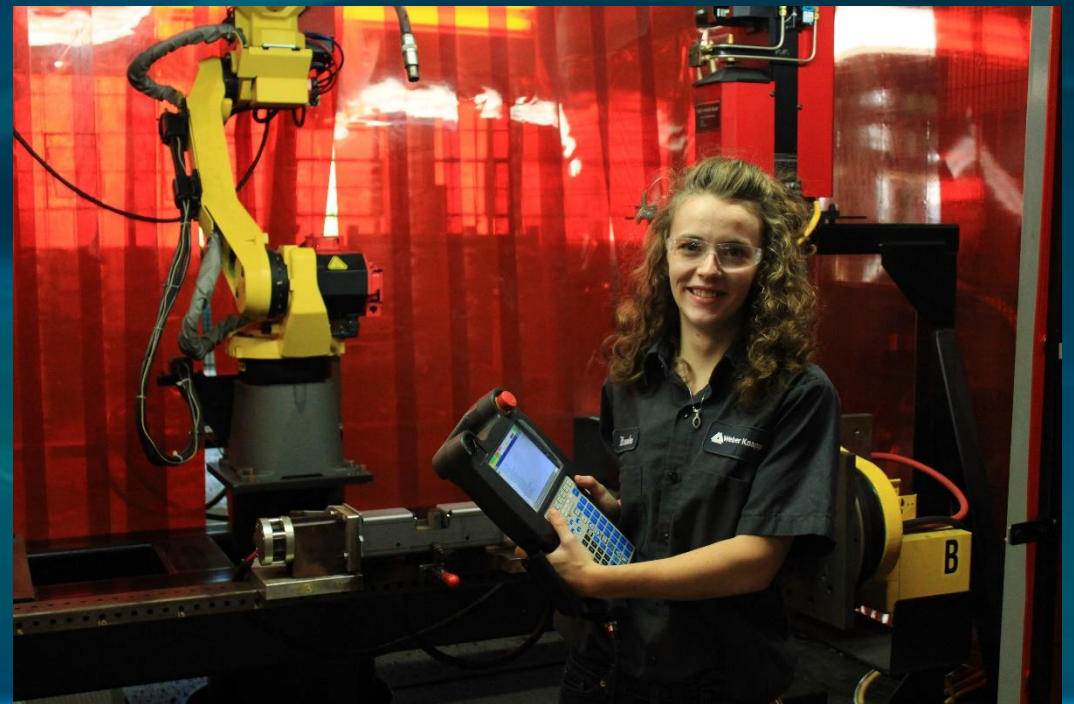
Opportunities to Operationalize Workforce Development: Not Part of this Presentation

- Social Media Based Recruitment (Facebook, LinkedIn, etc.)
- On-Line Job Board Based Recruitment (Monster, Indeed, Ziprecruiter, DOL etc.)
- Employer/College/Student Focused Job Boards (Handshake, Tallo etc.)
- Contract/Customized Training & Skills Upgrading (community college resources, vendors etc.)

Building Your Workforce Is Not a Passive Exercise



Building Your Workforce Requires Telling Your Story



Operationalizing Workforce Development

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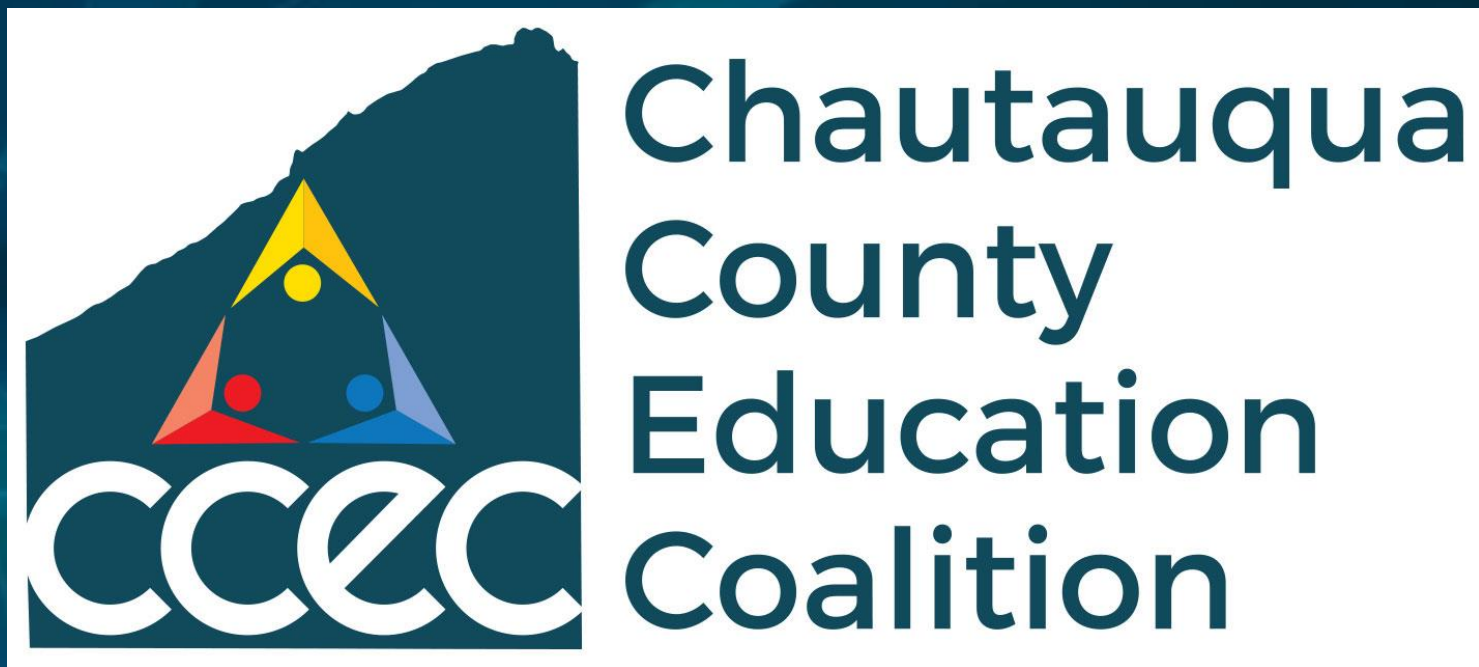


Engaging & Influencing the Learning System

Manufacturing Skills Data Baseline



Engaging and Influencing the Learning System



Engaging and Influencing the Learning System

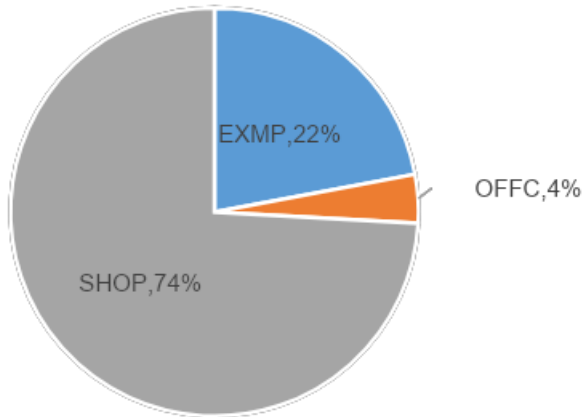


Engaging & Influencing the Learning System

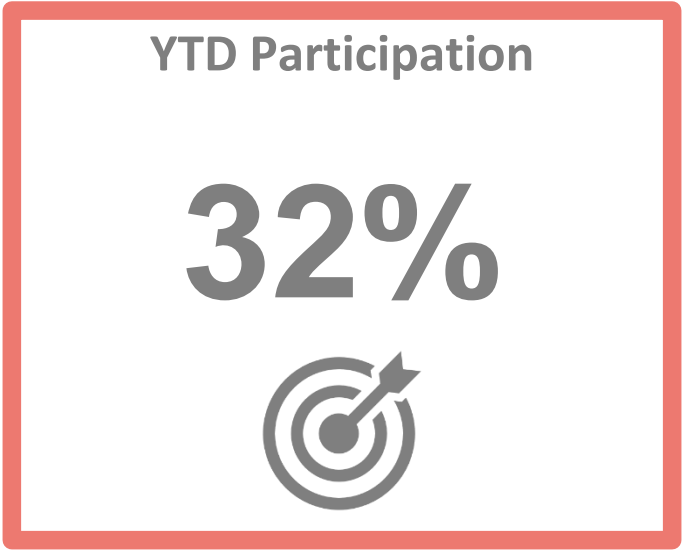


Cummins Community Engagement Stats - Example

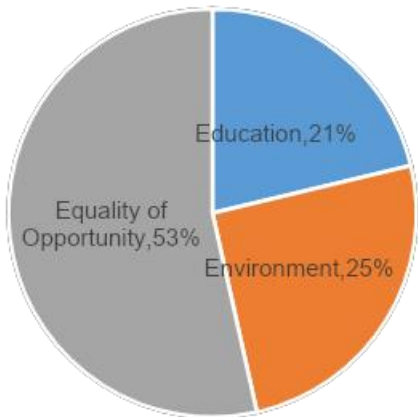
Total Hours by Employment Type



Row Labels	Total Hours
EXMP	374
OFFC	65
SHOP	1258
Grand Total	1697



Total Hours by Priority Area



1697
Total Hours



454
Employees
Volunteerin
g

1437
Total
Employees



2019 Cummins JEP Campaign Results



- 58% Plant Participation
- 849 Employees Participated
- 312 Agencies Benefited

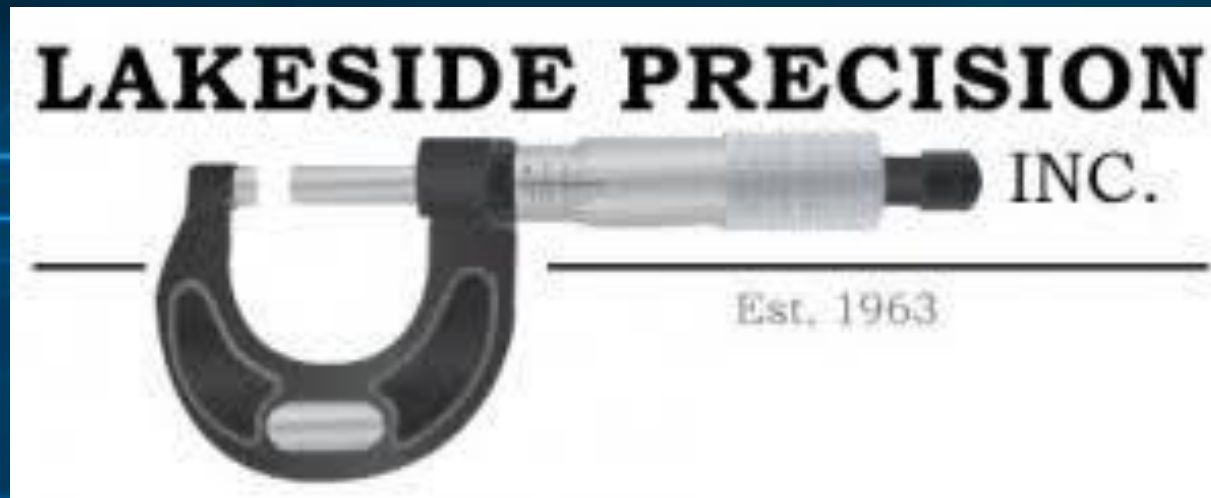
**Giving is a
Part of Living**

Contribution results:

\$201,151.22	Employee Contributions
\$201,151.22	Cummins Foundation Match
<hr/>	
\$402,302.44	Total Combined Contributions

Operationalizing Workforce Development

- External: Engaging & Influencing the Learning System
 - Talent Pipeline Management
 - Lakeside Precision



Engaging & Influencing the Learning System



Engaging & Influencing the Learning System



Operationalizing Workforce Development

- Internal: Building Human Capital Within Your Company
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Building Human Capital Within Your Company

- Internal: Open up your facility to the learning system
 - Apprenticeships



Operationalizing Workforce Development

- Internal: Building Human Capital Within Your Company
 - Open up your facility to the learning system
 - Internships



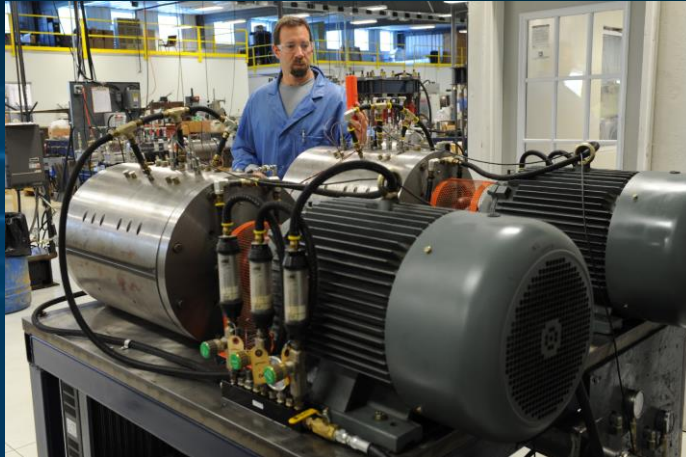
Operationalizing Workforce Development

- Internal: Building Human Capital Within Your Company
 - Open up your facility to the learning system
 - Informal/Formal Student Mentoring in the Workplace



Operationalizing Workforce Development

- Internal: Building Human Capital Within Your Company
 - Open up your facility to the learning system
 - Engaging the Future Workforce – Pipeline Development



Building Human Capital Within Your Company



Conclusion

- External: Engaging & Influencing the Learning System
- Internal: Building Human Capital Within Your Company
- Build Your Workforce:
 - Operationalizing Workforce Development Checklist

- For More Information Contact:
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- Thank You!